

EAST PROVIDENCE SCHOOL DEPARTMENT

East Providence School Committee

East Providence City Hall - Room 306, 145 Taunton Avenue

East Providence, Rhode Island 02914

August 16, 2016

Open Session

Mr. Tsonos called the meeting to order at 6:30PM. Members Present: Jessica Beauchaine, Anthony Ferreira, Joel Monteiro, Charles Tsonos (Nathan Cahoon arrived after the open call).

The Pledge of Allegiance to the Flag and Moment of Silence were observed.

Action Items:

Personnel Appointments - None

Presentation on Workers' Compensation Program by the RI Interlocal Trust:

Present: Colleen Bodziony, Director of Operations and Member Services and Denise Lapolla, Workers' Compensation

Colleen said that most School Departments have Workers Compensation and that it is fairly unusual not to have it.

Cheryl Sylvia Mammone, Human Resources Director has been spending a lot of time cleaning up old cases hanging out there; employees receive salary and benefit now, but with Workers Compensation insurance, they do not receive it, so there is more incentive for them to come back to work sooner; we had an employee out on OJI for quite a while; almost a year; if we had Workers Comp Insurance, the Trust would investigate it; the only way for the School Department now would be for the Human Resources Director to handle it; Little Compton has it; she was surprised that East Providence did not; as incidents go down, so does the cost.

The Trust advised that because there is not a lot of statistical information on East Providence, there are a lot of hidden costs which you will pay for them but do not know it; costs seem high; Colleen did not know actual numbers; she provided background on RI Trust; the School Department has been a member for years; when School Committee adopts WC Program, the, employee can no longer sue you; Trust provides what is available to them if hurt; School Department would be limited liability.

Colleen – because of size of East Providence, could manage claims self-insured.

Why they think it is important: City accepted program a number of years ago; School Department should adopt a resolution which they can help with; send off to the state.

Mr. Monteiro noted that no legal advice in the city ever advised or opined on this matter.

Colleen – no downside of the School Department accepting this on its own; it has been unsure if schools were included in the city or not.

Mr. Tsonos wanted Mr. Luba involved; does not know why school department was not included; weigh claims against legal charges.

Colleen – noted there is time taken away from people's jobs to gather information.

Discussion regarding the premiums

Ms. Lapolla described plus side: nurse/case manager; hands on out in the field; RX benefits; bill review system through the Trust

Colleen; fortunate we have not had to deal with; but if catastrophic incident with employee, could cost the School Department a lot sum of money.

Superintendent Crowley noted a large claim out there already;

Coleen – if the School Department joins WC, going forward the Trust would do professional management and bill us back; constant review; surveillance, etc.; discussion about legal fees.

Mr. Monteiro noted that employees are a lot more mobile

Kathryn Crowley – if proactive, discounts are available.

Mr. Cahoon asked who does not participate in the state;

Colleen – School Department has insurance; Warwick, but excludes the teachers; different provision for that; City of East Providence uses Beacon to administer claims; then bills EP back

Colleen – would want EPSD in full program; Scituate self-insured; Woonsocket about same size as EP

Mr. Cahoon – city does not put aside money for claims; legal issues go on and on here

Colleen – should have professional claims program

Ms. Lapolla – WC program has preferred provider network; under WC there is fee schedule for doctors; out of state has to accept WC.

Colleen – brings employees back as soon as possible; even if part time, then to full time

Mr. Luba asked about the pool; discussion about premium; Colleen – 11/1 75 days to pay premium in full 11/1 to 6/30 would prorate; discussion about dates?

Discussion about joining for November and flexibility on premium/payment;

Colleen will go back with a request and provide an answer; negotiating program is not off the table

Colleen – membership agreement; does not ask for capitalization; need a two month notice to get out; to keep pool viable

Superintendent Crowley noted that because of lack of records, did

best we could; we will need to monitor this very closely now
Denise Lapolla – medical protocols developed by the state for WC
Program
School Committee will email questions to Cheryl Sylvia Mammome
who will work with the Trust to provide answers.
Kathryn Crowley will put this item/resolution on the agenda for
September.

Public Comment - None

Motion by Mr. Monteiro to adjourn, seconded by Ms. Beauchaine.
Vote 5-0.

Respectfully submitted,

Patricia A. Iannelli, Administrative Assistant

Nathan Cahoon, Clerk of the Committee